

Moderator: Good afternoon, everyone, and thank you for joining us once again on our weekly coronavirus conference calls with Teamster affiliates and staff. To get us started this afternoon, General President Jim Hoffa. Mr. Hoffa?

Jim Hoffa: Well, thank you very much. And I hope everybody is safe. It's always good to be talking to our affiliates, our joint councils, our locals, our officers, which are the backbone of this great union. All of us are joined through the same difficult times. And it's a mixed bag out there. When you really wonder what's going on, everybody knows what's going on in their local and their area. UPS is busy. Costco is busy. DHL, Atlas, Kroger, Cisco, they're busy. And there are other places we know where there are many, many layoffs. So, the Teamsters union right now is a mixed bag where some people are working and doing a lot of work, supplying our foodstuffs, delivering medical supplies, and really being an essential part of our great food chain.

But what's going here is how do we deal with all this? And that's why we have these calls, so you know exactly what's going on. Also, be sure that anybody who wants to know what's going on, tell them to go to our website, teamsters.org. We have put so much material on there. Plus, I was just speaking to our communications department. They're mailing out all kinds of material to each different department so people get something that is sensitive to them with regard to either safety or masks or what to wear and how to stay safe.

So, these are the kind of things we're doing. Now, today we're going to get a report from LaMont Byrd. He is our safety director. And what's more important than safety right now? He'll give us an update on PPE, which is personal protection equipment, and make sure that we know how to stay safe and what is required.

One thing I would suggest to people on this call: Push your employers to supply material, to make sure people have a safe workplace. We have done that with the directors at a number of big employers. Now, it's easier for a big employer to push them to make sure that the workplace is disinfected, to hire a company to make sure the place is clean, to make sure you follow proper spacing, to change the way you do meetings, to make sure that masks are available, gloves are available, disinfectants are available. These are all the things that people are asking about. And they deserve it. And these big companies are responding. They've got the money and they feel obligated to do that. So, that's something that you can be pushing the employers on, asking them,

"Where is this? Where is that? And why don't we get it?" So, I think that's important.

We're also going to hear from Brad Raymond, who is going to be talking about what do all these stimulus packages mean? There's a lot in there that affects local unions and it also affects our members. There's a lot in there that's going to help us.

Also, we're going to be hearing from our three largest divisions. We're going to hear from Ernie Soehl in Freight, Denis Taylor in UPS, and Steve Vairma in Warehouse.

So, we have a lot to cover. We've got over 800 people on this call and I thank you for joining us. And now I'm going to turn this over to our secretary-treasurer, Ken Hall.

Ken Hall:

Well, thank you, Jim. It's sort of like here we are again. Another week. And I really hope everyone's staying safe.

The GST office is – continues to be committed to assisting our locals in continuing to operate as smoothly as possible. But as time goes on some of you may be having some issues with TITAN or QuickBooks, and if your TITAN operator can't make it into the local, some of you may have officers or business agents who's running these programs who frankly are not be totally comfortable with them. So, TPI, TITAN field reps, and TNC, which is the TITAN Network Control, are working remotely to support you. Voice mail, e-mail, and TITAN messages will continue to be answered in the order in which they're received.

TPI can assist locals with issues involving electronic injection, officers that need to run payroll in QuickBooks, and *[audio skip]*. We're also available to discuss ideas for extenuating circumstances and come up with creative ways to address those issues. For example, TPI assisted several affiliates around the country with a time-sensitive Dean Foods notice which was sent out last week. So, please don't hesitate to reach out to us if you need help. That's what we're here for. If you don't know how to reach us, take out a pen and paper. TPI can continue to be contacted at phone number 800-424-5132. Let me go over that again. 800-424-5132. Or you can reach us by e-mail at TPI@teamster.org. TPI@teamster.org.

Thank you, and I'm now going to hand it off to François Laporte, who is the president of Teamsters Canada. Go ahead, François.

François Laporte: Thank you very much, Ken. Here is what is going on north of the border in Canada. The massive wave of layoffs took place over the last two weeks. Hundreds of thousands of Canadians have been affected, but we see a stabilization regarding employment in Canada. We got some good news today. The airline industry have called back approximately 20,000 of their workers, and this is largely due to the financial program, the financial assistance program that the Canadian government has put together.

The Canadian workers will start to receive government money in the coming days. As just mentioned, we have a program that guaranteed \$2,000.00 a month. That is a minimum for everybody. They can also get the unemployment benefits and they can also get a program that is linked to the small business and independent workers. And these people, these workers will receive 75 percent of their wages. I want to mention that the Canadian bureaucrats have done a tremendous job over the last few days. They proceed on average one thousand applications per minute. So, they have a tremendous job and the Canadian workers will get the financial assistance they need.

Now, let's talk about the health care system. The Canadian health care is functioning properly. Our members in that sector are working hard. Unfortunately, some of them have been infected, but the majority of our members are still at work and they are taking care of the people. I have to mention that the agreement reached last week between Canadian Minister Trudeau and President Trump allowing 3M to keep sending the masks to Canada was more than welcome. And keep in mind that the raw materials to fabricate the masks comes from Canada, so any trade restrictions on masks would have had terrible consequences on both sides of the border.

Like for the transportation industry, we are maintaining the pressure to protect our members in the public sector, the public health sector. Let's talk about the transportation. In Canada our message has been heard and we have seen improvements regarding access to the restrooms and food for the truck drivers along the Canadian highways. This is not perfect but I want to mention that we have a significant improvement. Unfortunately, this is not the case of the urban delivery workers – the UPS and Purolator. They are still having some problems but we are working on that.

As I mentioned last week, more and more Canadian truck drivers are experiencing – or, expressing concern about their safety when they are crossing the border, and this is more specifically when

they have to pick up or deliver goods in high-risk regions along the border. And I mentioned New York State, Michigan, and Washington, and there are others. So, this is a concern for these truck drivers.

We are in constant communication with the National Provincial and Regional Authority. We have almost daily conversation with Labour Minister Tassi, with Transport Canada, with health ministers. Yesterday, I participated with the CLC executive board to a teleconference with Prime Minister Trudeau. So, we are in communication with the government and we are – keep them – we are keeping them informed about our issues and our concerns.

In conclusion I want to say Teamsters Canada and its affiliates continue to serve the members. We are in constant communication with each other. And I invite you to follow our actions on our website at teamsterscanada.ca, on our Facebook pages, and on our Twitter account.

Now, I will turn this over to LaMont Byrd.

LaMont Byrd:

Okay. Thank you, François. Well, it should be clear to everyone that we're in the midst of a pandemic that's touched every continent with the exception of Antarctica. New York continues to be the epicenter of the pandemic but it's rapidly spreading across the US and all states have positive cases of COVID-19. And most states in the US have some level of shutdown.

As this disease spreads we are not receiving reports of members who are testing positive and becoming ill. The safety and health department is in the final stages of developing and publishing a fact sheet on workers' rights and employer responsibilities should someone in your workplace test positive for COVID-19. This fact sheet along with other fact sheets, checklists, and other information can be found on teamster.org and teamstersafety.org websites.

With respect to the CDC, the Centers for Disease Control continues to publish information and provide tools to help manage this crisis. For example, the agency recently posted a PPE burn rate calculator on its website to provide health care facilities and other facilities with a tool to estimate how long their PPE stockpiles will last. The agency also published guidance that recommends that everyone wear a mask or some type of covering over their mouth and nose. It's important to understand that unless the mask that you're using is a NIOSH-approved respirator, like an N95, these masks are not considered to be personal protective equipment and

offer little to no protection to the wearer. What wearing a mask does is reduce the risk that if you have COVID you will – it will reduce the risk that if you have COVID-19, that you will not spread it to other people. The agency also continues to emphasize the need for social distancing to dampen the spread of the virus.

The safety and health department is working closely with our federal legislation and regulation department to provide support on bills to provide support to workers who are responding to the pandemic, and hopefully these bills will be considered by the Congress. We are also working with our trade divisions and IBT departments to provide support on technical and regulatory issues relevant to the public health crisis and providing them with the tools and information necessary to assist them as we work to protect our membership.

The department is also working on a grant proposal opportunity that's offered by the National Institute of Environmental Health Sciences to provide safety training on COVID-19 using a virtual or online platform. We think we have a good chance to get funding so we'll be able to provide important training to our membership.

I want to again update you on a couple of regulatory changes that affect our driver membership. The Federal Motor Carriers Safety Administration issued an emergency declaration that suspends the hours of service regulation for motor carrier operations directly involved in supporting the COVID-19 response effort. This emergency declaration suspends the hours of service for drivers who are transporting goods and passengers that are needed in response to the COVID crisis. For these drivers there are no restrictions on the number of hours that they can drive each day or work each week. This emergency declaration is in effect until April 12, 2020 or until the emergency is over, whichever occurs first.

The other waiver that DLT published is if you have a CDL or a medical certificate that expires on or after March 1st of this year you have until June 30th to renew those credentials. If you have out-of-service violations, however, you can't take advantage of the extension until those out-of-service violations have been lifted.

We've been questions from locals and members on whether employers are required to provide PPE if there is a risk of coronavirus exposure on the job. OSHA has required – OSHA requires employers to conduct a hazard assessment of their workplaces to identify all work-related hazards. Once these

hazards have been identified, the employer is required to develop and implement a plan of action to either remove these hazards from the workplace or manage the hazards by implementing control measures, with PPE being the last option. If PPE is used, the employer is required to provide that PPE free of charge and the employer is also required to provide training and information needed to ensure that the workers know how to properly select, use, disinfect, store, or dispose of the PPE.

The last thing I'll mention is that we also are getting calls about members who are bringing their own respirator to work and what are the requirements, or what affects them if they bring their own respirator. If an employee brings a respirator and is using it voluntarily in the workplace, the employer is responsible for providing them with some basic information on respirators that can be found in the OSHA respirator standard. You can find more information on all of these issues and much more on our website at teamstersaftey.org and teamster.org.

Thank you. And now I'd like to introduce Brad Raymond, our IBT general counsel. Brad?

Brad Raymond:

Good afternoon, everyone. I've been asked to provide some brief remarks about one of the pieces of the stimulus legislation that was recently enacted by the Congress. Essentially, it's called the Small Business Administration Emergency Economic Injury Provision. And what essentially this provides – and I should also add that we have circulated information that was supplied to us by the AFL-CIO regarding this to Teamster lawyers, so your lawyer probably has access, and if not, can certainly contact us and get access to the information. But essentially, what this provides are small business loans that are also applicable to certain nonprofits, which include labor unions.

What essentially that provides is for those circumstances where you have expenses that can't be paid because of the virus, local unions are eligible to apply for first of all initial \$10,000.00 grants, which again, they have to qualify for them and they're discretionary, but nonetheless you can apply for them. Those are grants. They're not – they don't require to be paid back. Or loans of up to \$2 million at a pretty low interest rate – 2.75 percent. Again, these can be used for payroll, for paying benefits, and for other expenses – rent, for example. And the last piece of it is there's the possibility of deferment of payback on these loans for up to four years. Again, I urge you to talk to your local council, and if your

local council needs any additional information, they can certainly contact me.

So, I will hand this off to Marcus King.

Marcus King:

Good afternoon. Marcus King of the Human Rights and Diversity Commission. I want to thank General President Hoffa and the executive board for giving this commission the opportunity to be on the call, so thank you all.

I know that this pandemic, COVID-19, has all of our full attention, but for a few seconds I'd like to share with you what the commission has been doing. This commission had its first meeting this year where we celebrated Black History Month by attending the 55th anniversary of the reenactment of the crossing of the Pettus Bridge, better known as Bloody Sunday. Please see some of our pictures on the teamster.org website under Photo Gallery.

While we are in – while we were in Alabama our commission worked very diligently on developing a diversity, equity, and inclusion – DEI – plan that we will be presenting to the general executive board. This commission decided to make it a point to lend a helping hand to an underserved community where we did work with the Edmund Mission of Selma where we were able to help pack bags of nonperishable foods to give out to kids who don't have access to food at home. We packed 1300 bags.

The commission also teamed up with the Disaster Relief, and thanks to Brother Roy Gillespie who helped us secure eight pallet loads of brand new clothes that with the – with Disaster Relief's help we were able to get those clothes to them. So, a shout out to Roy and Disaster Relief, and we want to thank the international for also making a generous donation to this community that is in need, especially in light of this pandemic that is going on.

For some of our HRDC members it was their first time in a community like Selma, Alabama and it was definitely an eye-opener. The mission was very happy and they wanted to point out that at this reenactment of the 55th anniversary of Bloody Sunday that this organization, the Teamsters, took a few minutes to stop by and give a helping hand. And they just wanted us to know that. So, thanks to our commissioners.

For some on this call who may not know, it is the Human Rights and Diversity's mission to promote social, economic, and environmental justice. We recognize that this pandemic magnifies

already existing inequities, because to be clear, this virus does not discriminate. So, as far as the numbers show, the African Americans face a higher risk of exposure to this virus mostly on account of living in urban areas and working in essential industry. Only 20 percent of Black workers report being eligible to work from home compared to their – 30 percent of their counterparts, according to the Economic Policy Institute. Women are on the front line of continuing the spread of COVID-19 as 70 percent of health and social service providers are women, and they may be heavily exposed to this virus through work in the health care sector.

This virus is ravaging the United States, but experts say more than five million people who are identified as American Indian and Alaskan Natives are essentially vulnerable. That's why we are working to impact – that's why we are working and its impacts are paramount now more than ever in the communities that we serve. As we understand, we have many Teamster members who are essential employees who are doing the work to keep the country moving, and we want to make sure that they are absolutely protected during these times. We have been in contact with the division departments and locals to assess how the Human Rights and Diversity Commission can be of support for our most vulnerable workers.

Listen. It's up to all of us to make sure we are reaching out to all of our members. So, please don't hesitate. We would like you to reach out to us. We have commissioners who – we have commissioners and field representatives throughout the United States. We can be reached at HRDC@teamster.org. We want to thank you for this time. We look forward to talking with you soon. Be safe, wash your hands, cover your face until we talk ahead. Now, let me turn this over to Brother Ernie Soehl.

Ernie Soehl:

Thank you, General President Hoffa, General Secretary-Treasurer Hall, and all the participants on this call. First, it is with great sadness that I have to report that we lost a union brother to the coronavirus. Tommy Hogan, a shop steward at the ABE Freight Terminal in Brooklyn, New York and also the recording secretary for Teamsters local 707, died due to the complications from the coronavirus. Brother Hogan was a terrific guy and was liked by all. No words can describe how sad this is. He will truly be missed. Our deepest condolences go out to Tommy Hogan's family and friends.

Today we find ourselves in unprecedented situations in the freight industry. We have seen some terminals this week where someone has tested positive for the COVID-19 virus. The ABF Brooklyn Terminal was shut down, is being deeply cleaned and disinfected, and might reopen on this Friday if cleared by state health officials. At a YRC Terminal a lower-level supervisor tested positive and the terminal was temporarily shut down while it was disinfected. There are, however, approximately 18 members and 6 non-bargaining unit employees who had been in contact with that supervisor and they have not been placed on a mandatory 14-day quarantine. That terminal has since reopened. In all cases, the appropriate governmental authorities were promptly contacted.

Again, it is critically important that all freight members follow the CDC's recommendations regarding handwashing and social distancing. The companies appear to be cooperating in this regard to the extent possible. We have, however, heard that some locations may be running short on hand sanitizer and other supplies. Although I have contacted the companies and told them to do whatever it takes to get the proper supplies to the workers, every member should also be urged to carry their own sanitizer and disinfecting wipes if they have them.

We are continuing to encourage companies to temporarily convert laydown runs into meet-and-turns so that drivers do not have to sleep in hotels and can return home. Again, it is not possible for all runs, but every little bit that we can do to minimize public contacts helps. Likewise, we are urging the companies to minimize the number of individuals that get into and out of tractors whenever possible. In this regard we are trying to minimize the number of _____ meets, and instead trying to get the companies to allow whenever possible for drivers to provide drop-and-hooks at the meet-and-turn locations so that the driver can keep the same tractor he started out with. Again, this minimizes exposure.

We have also urged the companies to relax restrictions on taking vacation and personal leave so that displaced drivers can access their leave. Earlier this week, we reached an agreement with YRC companies to allow members to voluntarily opt out of workers compensation modified work. ABF had already relaxed modified duty requirements. This would allow an employee at his or her option to not have to go to work and perform modified duties and instead simply accept the normal workers compensation benefit in accordance with the application of each state's rules and regulations. This is optional on the part of the member with YRC.

Overall, freight companies are _____ nearly across the board, union and nonunion, as volumes drop among customer _____ and customers seeking to push off payments. As the COVID-19 pandemic continues the freight sector of the economy will likely be particularly hit hard. This week we are looking at approximately a 30 percent drop in volumes overall. As a result, we are seeing an increasing number of layoffs. Obviously, the freight levels differ by company and by terminal, so not every terminal has experienced the same level of work. Nevertheless, these layoffs are starting to mount up. Unfortunately, layoffs will continue to get worse as the COVID-19 spreads and this national emergency continues.

Some of the health and welfare funds have made modifications to address displaced workers and are providing some mechanisms for increased and/or continued coverage. Each fund is different. However, many employees on layoff may face the loss of coverage. We would urge that in these terrible times the health and welfare funds, particularly those with significant reserves, would explore ways to provide continuing coverage. People should contact their health and welfare funds directly if they have questions.

Finally, I would like to again express my sincere thanks and appreciation to our brave and tireless members who have dedicated themselves to keeping this country's critical lines of transportation going. I urge them to be safe and not take anything for granted. Again, I thank you all for participating on this call. And at this time I would like to turn the call over to Steve Vairma.

Moderator: Steve, you may be on mute.

[Crosstalk]

Moderator: Steve, are you on mute?

Jim Hoffa: Go to Denis Taylor.

Moderator: We'll go to our next speaker, Denis Taylor.

Denis Taylor: All right. Thank you, Jim. Look, when this ordeal first started with UPS they were woefully underprepared to supply the necessary soap and the sanitizer and the masks, gloves, et cetera. We had a number of issues that arose, and most of those issues would come through the locals, would come all the way up through labor, through the chain, and it would end up as a phone call to myself

and to the president of labor. We were trying to put out these fires as best we could, but obviously with the number of problems that were going on around the country it was very inefficient.

We instituted a program where there are now daily scheduled calls with labor, human resources, plant engineering, and a Teamster business agent or a number of Teamster business agents from each of the affected locals. The company should be made aware of any of those issues that you may be having, such as material shortages, safety concerns, or any member concerns. And while it hasn't fixed all the issues that we typically have with this company, we have received good reports from many of the local unions involved in the process. If your labor people are not responsive when issues are reported on the calls, please contact the division so that we can assist you.

I would like to further say that the volume levels are continuing to be high. The number of stops are absolutely through the roof, and this is consistent throughout the country with a limited number of exceptions. We do have some facilities that are in a layoff situation or getting into a layoff situation because of the number of closures of businesses. And I fully expect that by the middle of next week that should get itself resolved.

The company is also instituting a mandatory mask policy for drivers currently in 11 states. Nonmedical masks will be provided, and should members have their own masks, they'll be allowed to use those as well.

On the UPS freight side we do have some layoffs. We've got approximately 900 right now. There's about a 30 percent drop in freight. I think this is consistent throughout the freight business. The freight business is suffering pretty big. And we have instituted a – in several of the regions that if – once we have gone through all of our UPS people to deliver some of these excess stops that we're getting from Amazon, that we have the ability to use laid off UPS freight personnel, that those folks would – at their current level of pay and benefit would continue to be able to work for a temporary period of time.

On the Amazon front I would like to note that Amazon announced yesterday that they were postponing their delivery service that directly competes with UPS and FedEx. This service is offered in a limited number of markets and they're postponing it to free up drivers to deliver their proprietary product. This is what we had been concerned about all along, was Amazon getting into the

delivery business purely as opposed to just delivering their own boxes. They were testing that in a number of markets but they've had to postpone that because they can't deliver the volume that they currently are experiencing.

And last, I'm working on an agreement that would address the ability for full-time employees to forgo vacations on a voluntary basis. I don't have all the language put together yet but I should have that done possibly by the end of the week and we'll put something out.

With that, that's my report. And everybody stay safe. Jim?

Moderator: Actually, can we go back to Steve Vairma, quickly?

Steve Vairma: I'm back on the line.

Denis Taylor: Oh, I'm sorry.

Steve Vairma: Thank you. Thank you very much. Since my last report regarding the co-sharing agreements reached with US Foods concerning our displaced workers at US Foods using a workshare program, helping supplement our grocery workforce, allowing our workers to continue receiving their health and pension benefits, Cisco after numerous, numerous conversations with their corporation have finally agreed to join US Foods and are now lending some of our members who are being furloughed to affected grocery distribution centers where we still have a shortage of workers. Again, in order to share or lend these workers they need to reach out to the local union affected before doing so and ensure that the local is okay with that program and that our members working in the affected grocery distribution centers rights are not violated in any way by any workshare or lending agreement.

We are also insisting that the grocery distribution centers follow the CDC guidelines. We held a press conference – I mean, a conference yesterday with our broadline industry locals and our grocery locals, again asking them to reach out to each carrier in these industries and again insist upon they following the CDC guidelines. The problem is, again, is just that: They're guidelines. And a lot of our employers are continuing to be bad actors. They're continuing to put production and profits above our members' safety. And we need to continue to press that. And we're asking people to reach out to their governors and their local states to see if their governors could execute an executive order to essential service providers ensuring that there is CDC compliance and

ensuring that our members have the PPE protections that they need to not continue to enforce productivity standards but allow our people to work safely, keeping the distancing that's been recommended by the CDC, and again, make sure that the sanitation procedures are followed and that we have a clean, safe environment to work in.

On the positive side, a number of our grocery distribution centers are paying a \$2.00-an-hour premium per hour for hazard pay, or hero pay as they call it in some places. Since our last report, the largest grocery distribution company in the United States, Kroger, who had only been offering bonuses, finally agreed – after we shamed them into doing so – to begin participating with our other grocery carriers and began providing the \$2.00 an hour. We are still having difficulty convincing some of the third party carriers who are servicing Kroger stores to join suit. We continue to chase them and try and get them to do the right thing. And we will now be reaching out shortly – within the next week – regarding those that are providing the \$2.00-an-hour premium, asking them to continue doing so at least through the end of the month, if not further.

I also want to bring attention to a very positive piece that some of the – regarding some of the work that's been accomplished in our division centering around our catering workers at our national gourmet group, how have been so seriously impacted by this pandemic. With all of the flights being downsized, the majority of our workers have been placed in furlough or layoff status. Thanks to – as part of the CARES Act, thanks to the efforts by our partners UNITE HERE, RWDSU, the IBT airline division, our SRC department with Ian Gold and Andy Banks and their team, Sam Loesch, Christy Bailey out of Government Affairs, Vince Shaw, co-chair in the national negotiations, and our local union reps, Jaime Villanueva, Local 572 and Terry Mullady, Local 2785 were successful with their discussions with Nancy Pelosi and others to secure a \$3 billion package dedicated to providing wages and benefits in the airline catering industry over the next five months.

Following 9/11 we remember that these workers, even though the airlines received billions of dollars from federal relief, none of that trickled down to the catering workers who were adversely affected. Our goal was to ensure that this time it didn't happen again. And because of the work of all of these people putting in the time, the hours to ensure that our catering workers were not forgotten, under a national agreement at least 90 percent of our members will receive their wages and benefits even though there is no work

available for them to return to at this time, at least for the next five months. That's a very positive piece that happened for us. I'm very proud of it. We have a press release getting ready to come out. You should be receiving that today or tomorrow. And with that, thank you, General President Hoffa, and I turn it back over to you.

Jim Hoffa:

Thank you, Steve. And thank you for everybody that's been on this call. I think it's been very informative. We have over 800 people on this call. We're not going to be taking any questions, but please call your division director, department director, or call my office if you have any questions.

One of the questions we keep getting is what about the Unity Conference? I'm talking to the hotel tomorrow and we will have something probably this week on that and we will notify every local. Obviously, it's leaning towards not having it but we haven't made that decision yet. We all know what's going on in Las Vegas. We know what's going on in the country. And it's getting so this is almost a month away, so we have to make the decision and we have to make the right decision. And we will.

There's been a lot of ground covered here. I think it's important that everybody stay safe. It's easy for us to say that when we're working from home or working from the office, but think of all of our people out there that are driving UPS trucks. The truck drivers, the delivery drivers. The people that are on the front line out there with the public. It's really scary out there. And those are the people that we're hoping have every type of protective gear that we can get for them. That's important and we've got to lean on the employers to get that.

So, since that time we're going to keep on working on this. If you have any questions, go to our website. I had one member call me up and say, "How come we're not doing anything?" I said, "Please go to our website and that is – all the material is on there."

So, we're all in this together. And you know what? We're going to come out of it together. We're going to come out bigger and stronger than we were. So, in that time stay safe. Stay united. And stay Teamster Strong. Thank you.

[End of Audio]